Sustaining Command Commitment to BBS

- Description of BBS at APS

- Requirements

- Goals

- Obtaining Commitment

- Sustaining Commitment

James Lang   ASD-Adm

Jwl@aps.anl.gov 630-252-7021

Advanced
Photon
Source

APS

- >2000 high voltage power supplies
- 7, 1 Megawatt rf stations
- ~70 X-Ray Beam Lines
- ~40 Class IV Lasers
- 12 Chemistry/Biology Labs
- Bio-Safety Level III facility
- Cryogenics (10,000 Gallon LN systems)
- Support systems required to operate and maintain the APS

Advanced Photon Source

SMART

SAFETY

MANAGEMENT

REPORTING

TOOL

Components of the APS System

- Work Observation Process
- Employee Safety Envelope Training
- First Line Supervisor Safety Training
- Corrective Action Tracking System
- Facility Hazard Analysis

Advanced
Photon
Source

Requirements of the APS System

1. Incorporate ISM Philosophy
2. Minimize Safety & Health Risks Before Accidents Occur
3. Ability to Set Obtainable Goals
4. Timely & Meaningful Feedback
5. Minimum Formality & Documentation
6. Quick Startup Time
7. Flexibility to Evolve
8. Self Sustaining

Advanced Photon Source

Goals

- Identify Precursors to Losses
- Modify the existing corporate culture to integrate safety into <u>ALL</u> phases of doing work
- Demonstrate Employee, Supervisor and Management Commitment to Safety

Advanced Photon Source

Obtaining Management Commitment

- Define BBS integration into the work process
- Focus on the goals not the process
- Identify attainable milestones
- Prepare to advertise success
- Steer away from stand alone processes that require re-engineering
  - Fit the tool to the job not the job to the tool

Advanced
Photon
Source

Obtaining Management Commitment
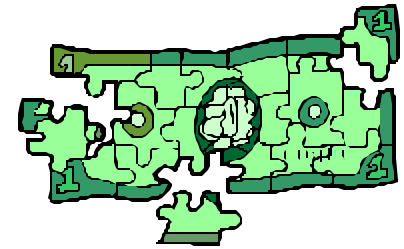
- Cost
  - Utilize existing resources
  - In house development vs. expensive consultants
  - Minimize use of packaged products

Advanced
Photon
Source

Sustaining Management Commitment

- Include BBS in Performance Measures
  - Define Clear BBS Roles and Responsibilities
    - Managers
    - Supervisors
    - Work force
 - Performance Evaluations include BBS participation performance measures

Advanced
Photon
Source

Sustaining Commitment

- The system is driven by **FEEDBACK**
  - Management/Supervisor
  - Management/Employee
  - Supervisor/Employee
- FEEDBACK must be acted upon

Advanced
Photon
Source

Sustaining Commitment

- Indicators of success
  - Employees see safety as an attribute
  - More first aid cases are reported
    - The same # or less occurrences
    - Now your system <u>reports</u> them!
  - More issues are brought to management's attention
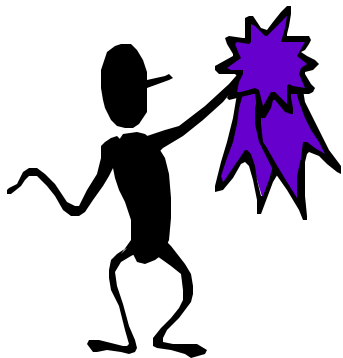
Conclusion

- BBS can be implemented and sustained with minimal financial and scheduling impact

- Benefits reach beyond safety

- Supervisor/Manager involvement creates "Safety Performance Measures" in the Performance Evaluation process

- The "Safety Culture" evolved beyond the workplace into a 24-7 buy-in

Advanced Photon Source